

Request for Council Action

Originator Human Resources	Item Integrated FHRA and Flexible Benefits Plan Documents
Agenda Section Consent	Date 12/21/2015
Description	

Integrated Funded HRA (Health Reimbursement Arrangement)

Basic Plan Document and Basic Plan Document Adoption Agreement - The City Council is requested to authorize a change to the Integrated Funded HRA (formerly known as the HRA/VEBA) Basic Plan Document and Adoption Agreement with Total Administrative Services Corporation (TASC), d.b.a. Genesis Employee Benefits. The plan incorporates increases to the City's annual contribution to the HRA accounts for various employee groups as listed below:

- A.F.S.C.M.E. Park Maintenance from \$1,700 to \$1,750
- A.F.S.C.M.E. Professional/Technical from \$1,700 to \$1,750
- I.A.F.F. Civilian Dispatchers remain at \$1,700
- Police Officers from \$1,700 to \$1,750
- Police Supervisors from \$1,700 to \$1,750
- Unrepresented Regular and Probationary Employees, Benefit Eligible Part-time Employees and current Mayor and City Council Members from \$1,700 to \$1,750

These contribution amounts would also apply to employees who enrolled in the new HSA (Health Savings Account) High Deductible Plan. In addition, a Limited Scope HRA provision is added to allow employees who enroll in the HSA High Deductible Health Plan the ability to have access to their HRA account for dental and vision expenses and other IRS limited allowable expenses.

Flexible Benefits Plan

Basic Plan Document, Plan Adoption Agreement and Amendment and Summary Modification - The City Council is requested to authorize a change to the Flexible Benefits Plan Basic Plan Document, Adoption Agreement and Amendment which adds the new Health Savings Account plan as part of the Flexible Benefit program allowing the deduction to be taken pre-tax from the employees' pay. In addition, a Limited Scope Medical Expense Reimbursement provision is being added.

The Plan Documents, Adoption Agreements and Amendment have been reviewed and approved by the Bloomington City Attorney's Office.

Approval of plan changes is recommended.

Requested Action

Approve plan changes to Integrated Funded HRA and Flexible Benefits Plan Documents.

Attachments:

2016 Integrated FHRA Amended Adoption Agreement
Integrated FHRA Basic Plan Document
2016 Flexible Benefits Plan Adoption Agreement
2016 Flexible Benefits Plan Document
Limited FSA and HSA Addendum